

SPACEMAKER

McClellan Air Force Base, Calif.

Sept. 2, 1999 Vol. 40, No. 34

AT A GLANCE

Steak Nite fund raiser set, Sept. 10

The McClellan's President's Council is sponsoring a Steak Nite at the Community Center, old NCO Club, Sept. 10 at 5-8 p.m. The menu includes a 10 ounce marinated New York Steak, baked potato, barbecue beans, tossed salad, rolls, butter, coffee or tea and cake for \$8. Take out service will be available. A child's meal is available for \$3 with a substitution of hamburger for the steak.

The purpose of this fund raiser is to reduce ticket prices for E-5s and below to attend the annual all-ranks dining-out Nov. 5. Everyone is eligible to partake of this meal. Tickets are available by calling, Technical Sgt. Danita Anderson-Richards at 643-5420, Master Sgt. Marvin Thomas at 643-8204, retired Chief Master Sgt. George Moses at 643-4011 or any first sergeant.

NCOA appreciation

The Central Valley Chapter and Spirit of Sacramento Chapter of the Noncommissioned Officers Association will show their appreciation to all their members and volunteers Wednesday, at 3:30 p.m. in Flashbacks. This event is open to all members and anyone who has volunteered at any NCOA sponsored event in the past year. There will be food, drinks and door prizes. For more information, call Chief Master Sgt. Jim Sullivan at 643-3286.

CE self-help center closes, relocates

The civil engineer Self-Help Center is closed. All Building Custodian's Request For Self-Help Work, Air Force 332, can be submitted to civil engineering, Bldg. 21, or for information, call 643-6680.

The military family housing resident's self-help center will relocate to B. Harvey Co., 3706 Navaho, Bldg. 5393, Capehart Housing. The new center will open Oct. 1, Monday through Friday from 8:30 a.m. to 5 p.m. Due to limited storage, a select number of items will be available. For more information, call 643-6221.

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U.S. Air Force photo by Robin M. Jackson

Michael Hensley and John Kniblett, from Boeing Service Company, work hard Monday to complete the memorial for unveiling during the Employee Appreciation Day ceremony today. See the McClellan Life insert for scheduled activities and events planned for the day.

Employee Appreciation Day festivities scheduled all day

By 2nd Lt. Robert Firman
Public Affairs

The 77th Support Group Services Division expects more than 5,000 people to participate in today's Employee Appreciation Day.

Beginning at 9:30 a.m., Brig. Gen. Mike Wiedemer will host the opening ceremonies. Several awards earned by McClellan organizations will be presented including the Air Force Maintenance Effectiveness Award as well as the Hammer Award which is sponsored by Vice President Al Gore's National Partnership for Reinventing Government. Wiedemer will also dedicate a new monument to the employees of McClellan.

According to Ken Hyde, director of services, this celebration has been in the works for some time. "We started planning this day better than two months ago," Hyde said. "General Wiedemer felt strongly that the hard work of Team McClellan needed to be recognized and we agreed this would be a good way to do that."

Coordinators have scheduled dozens of activities throughout the day including a picnic style lunch on the lawn, golf, paintball, a movie, softball tournaments, free access to Fitness Plus, a job fair and more.

"None of this would have been possible without the support of the Civilian Welfare Fund and council members. Those folks have been extremely generous providing us the funding necessary to make this day a possibility. We owe them a great debt of gratitude," Hyde commented.

According to Col. Mike Iltis, 77th Support Group commander, it takes a strong team to make this sort of event a reality.

"Arranging an event of this magnitude takes the hard work of a well organized and led team," said Iltis. "A

Welcome to Employee Appreciation Day!

Today we honor McClellan employees for six decades of service to our nation.

Festivities begin at 9:30 a.m. on the mall in front of Bldg. 1. The ceremony will include the presentation of awards and the dedication of a very classy, permanent memorial to YOU, the McClellan workforce. After the formal ceremony, we will serve free lunch to all of you who can be there behind Bldg. 1. After lunch, our recreation facilities will be open for your free use (some facilities requiring advanced/lottery reservations).

I want to thank all of those to whom this day is dedicated. This is your day; a day hard-earned and well-deserved. Over the past six decades, the workforce of McClellan has served the nation well and this day is a token of appreciation for all you have done and continue to do.

I wish you all a great day and I offer you my gratitude for your hard work and dedication.

— Mike Wiedemer, Brig. Gen., USAF
Commander

lot of people deserve a lot of credit for making this work, especially the protocol and services offices. The folks at Army and Air Force Exchange Service also contributed greatly in helping provide various door prizes as well as other support. The 77th Support Group Civil Engineering Division deserves thanks as well for helping with the technical aspects of the day. And finally, the Civilian Welfare Fund and Council members really made this all possible through their generous financial support."

This month's McClellan Life insert has more details about the day's events.

Action Line

643-3344, 77abw.actionline@mcclellan.af.mil

DINING FACILITIES CLOSING

I am writing you today because of a concern I have with the dining facility closing. I live in the 77th Mission Support Squadron dorms in Bldg. 945 and there is currently only one stove available for the entire dorm to cook. I see a lot of problems when approximately 100 people are all trying to cook on the same stove at the same time three times a day.

My main concern is that airmen would be forced to go a day or two without food, or be forced to spend their money faster by constantly eating fast food, because the line in the kitchen is too long.

Even if we get together in groups to cook all of our meals there will still be times when airmen will have to wait until late at night before getting a chance to start preparing their meal.

Would it be possible to acquire more stoves for our dorm? Is it possible to take the stoves from the dorms people don't live in anymore, or some from the housing units when people move out?

We appreciate your concern about this issue. After extensive research, it was found to be possible. However, it would be cost prohibitive and labor intensive.

Nevertheless, your services division is working hard to provide dining alternatives to assist you during this transition.

They will be offering reduced meals, coupons, and many other great deals for all dorm residents.

You will see these initiatives and many more in upcoming additions of the Spacemaker...so stay tuned!

CRIME WATCH

This is the second time my car has been vandalized at the parking lot of Bldg. 22. The security forces

should be patrolling the parking lots rather than watching for speeders on base.

Please be assured that our security forces are doing everything possible to protect the safety and well-being of the McClellan community. Security forces establishes patrol patterns based on reported incidents as well as providing random patrols to all areas on base.

During the six-month period between January through June 1999, there were no vandalism incidents reported on the main base.

However, during the three-month period of April through June, there were 29 reported traffic accidents, indicating more emphasis should

be placed on traffic enforcement than vandalism.

Typically vandalism is a malicious act committed by someone angry with a specific person or organization and is a crime of opportunity committed while no one is watching.

In order to extend the eyes and ears of our security forces, we encourage everyone within the McClellan Air Force Base community to become involved in the crime watch program and immediately report any and all suspicious activity to the law enforcement desk, as soon as possible at 643-6160.

Doing so will enable us to better protect our community and effectively direct patrols to problem areas.



Col. Charlie Cotter
77th Air Base Wing commander

Hi. I'm Col. Charlie Cotter and I am thrilled to have the honor of commanding the 77th ABW.

I value the opportunity to serve you, members of the McClellan community. The Action Line is your direct link to focus my attention on something you feel I should know. It may be used to highlight an area where you have received exceptional service. The Action Line is also your means to tell me about a challenge or issue that you have not been able to resolve. Certainly, it is

best to first try to resolve the issue with the responsible agency, since ultimately that is where the issue will get fixed. Another means to address a problem is through your chain of command.

But, if neither of these approaches resolves the issue to your satisfaction, let me know in your Action Line call what the challenge is and how you think it could be resolved to your satisfaction. I look forward to serving all members of the McClellan community.

Action Line

643-3344
Action Line
77 ABW/CC
5241 Arnold Ave.
McClellan AFB, CA
95652-1086

77abw.actionline@mcclellan.af.mil

Base Phone Numbers

AAFES.....	920-0537
Civilian Pay.....	643-6727
Civil Engineering.....	643-5624
Civilian Personnel.....	643-5838
Commissary.....	643-4954
Base Police.....	643-6161
Dining Hall.....	643-5092
Family Support.....	643-1106
Focus Center #1.....	643-5661
Fraud, Waste & Abuse.....	643-6000
Housing.....	643-6221
Legal.....	643-3150
Lodging.....	643-6223
Medical Appointments.....	643-8400
After Hours.....	643-7212
TRICARE Service Center.....	(800) 242-6788
Military Pay.....	643-6965
Military Personnel.....	643-1094
Public Affairs.....	643-6127
Retiree Activities.....	643-2207
Security Forces.....	643-6160
Services.....	643-6660
Military Equal Opportunity.....	643-3322
Base Fuel.....	643-5213
Uniform Questions.....	643-4051



HAPPY LABOR DAY!

Air Force Vision

"Air Force people building the world's most respected air and space force ... global power and reach for America"

Air Force Materiel Command Vision

"Quality Systems for America's Air Force"

Sacramento Air Logistics Center Vision

"Completing the mission of McClellan AFB with professionalism and honor"

SPACEMAKER

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To complain or not complain? That is the question



FYIG

From Your Inspector General

Col. Michael F. Turner
Inspector General

As a federal employee or military member, you may have faced a decision as to whether to report a concern or lodge a complaint over a troubling situation.

First, you ask yourself, am I just a whiner or is this something that deserves attention. Then you wonder about the possibility of backlash if your complaint is not well received. All of us face this dilemma at some time or other. I even have to be careful about when to complain to my wife or I could be in more hot water than it's worth.

One of the key functions of the inspector general office is to resolve and investigate complaints. Air Force Instruction 90-301 *Inspector General Complaints* explains how to file a complaint. Military and family members, civilians, retirees or someone on their behalf may file complaints to the chain of command or inspector general personnel.

The inspector general is a full-time, independent office created to be responsive to individual concerns. The IG also provides "whistle-blower protection" against reprisal. A reprisal is an action taken against an employee merely because the individual lodged a complaint. If you complain in China, you may go to jail. If you com-

plain in America, you are entitled to protection against retaliation. Reprisal protection does not shield employees from management actions based on lack of performance, insubordination or violation of standards or regulations.

However, the IG will conduct a formal investigation of reprisal if it appears a personnel or disciplinary action could have been taken to get back at the complainant. So supervisors, be careful you are not guilty of reprisal.

Individuals cannot sue the government unless Congress provides for it. Because discrimination is an exception to the rule, federal employees often use the discrimination complaint. According to an article by William Rudman in the June issue of *Government Executive*, only 10 percent of cases which reach the Equal Employment Opportunity Commission are ruled in the employee's favor. So before you run over to the EEO office on base, be sure you have a legitimate case.

The outcome of complaints arbitrated under negotiated grievance procedures favor the employees far more than those filed as formal discrimination complaints.

Yet the number of these formal complaints rose by 60 percent in six years, even as the government workforce grew smaller.

If your motive is to win a major monetary award by filing a complaint, think again. According to Rudman, it actually can be quite costly to try and sue the government. Lawyers charge \$150 and hour and more. Even if you win your case, the government does not pay punitive damages. In addition, EEOC has an increasing backlog of unresolved complaints. Some cases origi-

nating at McClellan three or four years ago are still open with EEOC. Legitimate victims of discrimination or other problems suffer when bogus, frivolous or phony complaints deluge the system. Be sure complaints have merit.

On the other hand, report valid complaints promptly and don't let them fester over time. The IG can refuse to investigate allegations more than 60 days old. It is important to bring forward valid complaints, but if you get a reputation as a "professional victim" or "regular complaint filer," you may experience problems. I have seen some people become so obsessed with a complaint, even after it is fully investigated, they make it the central focus of life and experience depression, anxiety, sleeplessness and poor health. When filing a complaint, make it a goal to achieve positive improvements versus getting back at someone or the system.

Although we do hope to cut back on frivolous cases, I don't want to discourage complaints. According to AFI 90-301, Air Force military and civilian members have a *duty* to promptly report fraud, waste and abuse or gross mismanagement, a violation of any United States Air Force instruction, an injustice, deficiency, or like condition to a superior... to an IG, or other grievance channel.

Report complaints to the appropriate agency or supervisor. Come to the IG when not sure where else to go. Our phone number is 643-6244 and our office is in Bldg. 200, Room 143. If you come to us, we may help you by referring you to another agency, but we'll listen to anyone. Remember, *no one may stop you from making disclosures to the IG.*

DOD Study reports plateau in once steady decline of tobacco use

By Lt. Col. Wayne Talcott

Chief, Substance Abuse Prevention
AF Medical Operations Agency
Office of the Surgeon General

More people are expected to die from the health consequences of tobacco use than any single disease by 2020, according to the World Health Organization. It is estimated that by 2020 tobacco use will cause 17.7 percent of all deaths in developed countries. In fact, lifetime smokers have a 50 percent chance of dying from tobacco use. And half of these will die in middle age.

Currently, in the Department of Defense almost 30 percent of military personnel smoke, according to the DOD Survey of Health Related Behaviors Among Military Personnel. This survey has reflected a steady decrease in smoking rates in the Air Force since 1988 until the most recent survey in 1998, when those reductions stopped.

In addition, the survey showed a significant increase in the use of cigars and pipes, with Air Force use going from 12.8 percent in 1995 to 28.9 percent in 1998. These are alarming increases given the significant costs of continued tobacco use. A recent study in the journal *Military Medicine* suggests that the health costs from smoking such as lost work productivity and medical costs are approximately \$930 million a year.

More news from the DOD survey suggests that in 1998, among those who smoked, almost half made an attempt to quit smoking in the past year. The problem is not that smokers don't want to quit. The problem is that it's difficult to quit. In fact, of those Air Force personnel who tried to quit last year, only 12.5 percent were successful. What we need is a concerted community-level effort to help those who want to give up tobacco use.

A large part of any community effort is to emphasize all available resources to assist smokers who want to quit. Supervisors need to recognize that quitting smoking is a difficult process and someone may need to attend more than one smoking cessation class in order to be successful. Usually a smoker makes several unsuccessful attempts at quitting before finally quitting. It's not easy!

Many smokers try to quit on their own without any real plan. Tobacco dependence is a real problem that has been classified as a behavioral disorder in the World Health Organization International Classification of Diseases. Tobacco dependence is caused by nicotine, which is contained in all tobacco products in substantial quantities and which has been internationally recognized as a drug of addiction. It is those addictive qualities coupled with a strong habit to smoke or chew that make quitting so difficult.

There are a number of resources available to people who want to quit that can increase their chances of success.

First, for the smoker who is considering quitting, the American Lung Association has a web site <http://lungusa.com>, click on Tobacco Control and then on Quit Smoking Action Plan, with a free "Quit Smoking Action Plan."

This plan helps the smoker evaluate what kind of help might be best. The plan takes the tobacco user through the necessary steps of deciding how to quit, whether medication use might be helpful as well as a review of each available medication for smoking cessation. Finally, the plan ends with tips on staying smoke free.

Secondly, the Center for Disease Control offers a self-help quit plan giving the smoker tips on how to quit and how to remain smoke free. Located on the web at <http://www.cdc.gov/nccdphp/osh/how2quit.htm>. These plans are excellent guides for selecting a quit method as well as providing tips to help the smoker develop a more effective action plan.

These are just a few of the free resources for smokers who are too busy to attend a more formal smoking cessation class. These tips can significantly increase the chances of quitting permanently.

Finally, for those smokers needing a more personal touch, all Air Force

medical facilities offer smoking cessation classes. These classes generally are in a group format, taking advantage of group support through the quitting process. In addition, these classes generally run from between four and eight weeks, giving the smoker time to get over the addiction and habit of smoking. Usually medication is offered to help with the side effects of nicotine withdrawal. For more information, call the Health and Wellness Center at 643-4648. They will have a listing of all classes offered.

Tobacco use remains the single most preventable cause of premature death and disease today. We need a community approach to constantly remind Air Force personnel and their family members about the harmful effects of tobacco along with where to get help. Leaders and supervisors need to support a smoke free workplace and lead by example. Supervisors need to understand that quitting is not easy and often those who quit successfully have had many previous attempts.

Finally, medical facilities need to make cessation information and classes easily accessible. Remember that most smokers want to quit. In order to end the epidemic of the harmful effects of tobacco use, the goal is not to attack the smoker but rather to educate and provide maximum support to smokers who want to quit.

Back to school; stay alert

Summer is quickly coming to an end. Parents are busily shopping at malls preparing for the “back to school” season and the children are either dreading the day or getting excited about starting a New Year.

Some of us are not affected by these events yet all of us will be affected when these children once again hit the streets while walking to and from school.

We are all familiar with the following signs, “Pedestrian Crossing,” “School Crossing,” “Stop for Pedestrians,” but in our busy world we sometimes forget to pay attention.

Traffic is heavy and dangerous at 7:45 a.m. School children are not always aware of the dangers. It’s up to the drivers to stay alert, especially in school zones and near school bus stops.

Drivers should not assume young pedestrians have seen them, even if they seem to be looking at you. Look for children to emerge from between parked vehicles, around hedges, fences, walls, or other obstacles.

Be cautious around children on bicycles. Don’t crowd them into a curb or parked vehicle.

Be observant at crosswalks and other areas where foot traffic may occur. Watch for crosswalk signs, especially where a crossing guard may

not be on duty.

Parents should instruct their children to use available sidewalks. If they must walk on the road, tell them to walk on the left side of the road facing traffic.

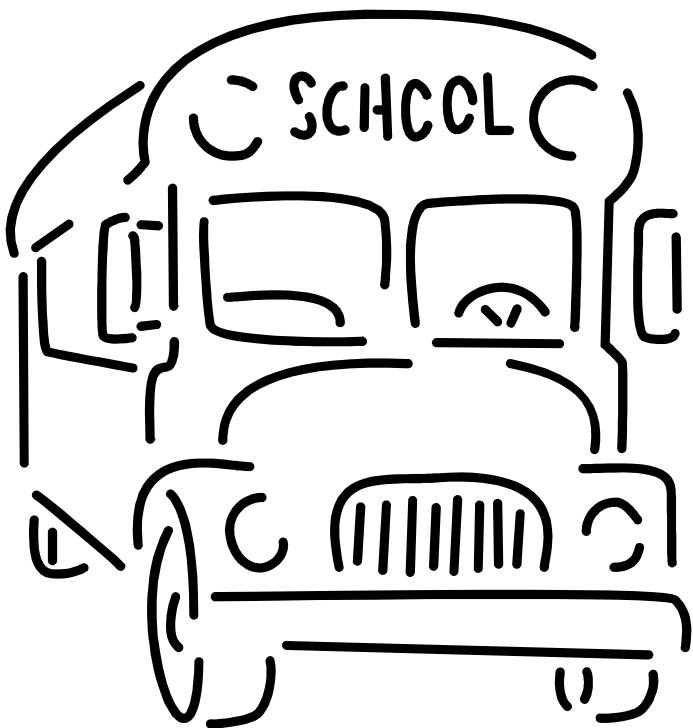
Children should be told never to enter a street from between parked cars or from around walls or hedges. Drivers may not see them in time to stop.

Be sure they know to cross the street at established crosswalks. If there are none, then they should be instructed to

cross at an intersection where drivers are more apt to expect to see them. Remember to tell them to check for turning cars before they cross, and to look both ways before crossing a street.

If the intersection has a signal, make sure you tell them to cross only on the proper signal – a green light or a “walk” message or pedestrian symbol. If they must walk after dark, make sure they wear something light so that drivers will see them.

School days should be happy days, lets make sure they are safe as they can be. *(Editor’s note: This information was provided by the SM/ALC Safety Office.)*



Labor Day safety tips

The Labor Day holiday means different things to different people. For some, it is a day to celebrate the working man and woman. To others, it is another day off from work, and a three-day weekend. Some people recognize the day as the last holiday of summer, and children know that it is time for school to start

As the holiday represents many things to people, it also finds people involved in many different activities.

For those people who are adventurous enough to brave the rush to get out of town, there are some tips that can help make their trip more enjoyable and safe:

■ Plan your trip in advance. Look at the roads you will travel, and consider the extra traffic you will encounter. Check out alternate routes in case the roads you plan to travel become impassable or require detours.

■ Make sure that your car is in good condition. Check the lights, turn signals, brakes and tire pressure. Take along emergency equipment, such as a good flashlight and warning devices to alert other motorists if your car breaks down on the trip.

■ Start early. If you are rushed, you will increase your chances of being involved in an automobile accident, or at the minimum getting a speeding ticket.

If you are planning instead to have a day at home with family and friends, you still must include safety in your activities. If you are having a backyard barbecue, check the condition of your utensils and barbecue grill. If using a propane

fired grill, follow manufacturer’s instructions for checking for leaks before lighting the fuel, and follow recommended operating procedures.

A picnic is great, but protect your food from spoilage. Keep foods refrigerated or in an ice chest which will stay cold. Put food away after the meal. If your guests must drive home, be sure that there is a designated driver, if alcoholic beverages have been served.

Boating is a popular activity for many people. But before venturing out on the water, know the state laws which govern what types of boats are permitted on different waterways. There must be a life jacket on each person on the boat, and the boat should never carry more people than what its designated capacity states. Remember its illegal to operate a boat under the influence of alcohol or drugs.

For some people, the three-day weekend is a time to get projects done around the house. If you plan to do maintenance or painting on your house, be sure that you have the proper size ladder in good condition, with all safety features intact. If using chemicals or pallet indoors, follow the same precautions you would at work. If a chemical recommends a respirator, be sure to use a well-fitted respirator with the correct type of cartridge. Keep the house well ventilated if painting indoors.

Just remember to keep safety in mind, and you will get the most from you Labor Day holiday. *(Editor’s note: This information was provided by the SM/ALC Safety Office.)*

NEWSBRIEFS

Labor Day store hours

Listed are the hours of operation for the McClellan Air Force Base Exchange facilities for Labor Day, Monday.

Main Store	9 a.m. - 5 p.m.
Service Station	9 a.m. - 5 p.m.
Shoppette	10 a.m.- 6 p.m.
Concessions	9 a.m.- 4 p.m.
Burger King	8:30 a.m. - 4:30 p.m.
Class Six	Closed
MCSS	Closed
Anthony’s Pizza	Closed
Robin Hood	Closed
Frank’s Frank	Closed
Theater	Closed

Share your ideas for McClellan

Larry Kelley, Stanford Ranch Project Manager and Sacramento County’s Development Partner at the base is interested in ideas from the McClellan workforce regarding uses for the base. Ideas or suggestions can be mailed to Mr. Kelley at Stanford Ranch, P.O. Box 1200, Rocklin, CA 95677-1200, or e-mailed to sdimino@stanfordranch.com. For more information, please call (916) 965-7100. The fax number is (916) 624-0741.

Workers compensation changes

Effective Oct. 1, the servicing of workers’ compensation claims at McClellan Air Force Base will be handled by Hill Air Force Base, Utah. This change was necessary because of the closure of McClellan and will provide the level of service employees customarily have received. It will be almost transparent to the workforce as Hill’s Benefit Section has set up phone lines to allow employees to directly contact them to receive forms or answer questions. Employees who are injured will also interface with the clinic just as they do today for treatment and receipt of CA-1 or CA-2 forms. Hill is very experienced in handling workers compensation claims, which is the major reason they were chosen to assume McClellan’s cases.

For more information call, Barbara Williams at 643-5702 or Katheleen Cooper, at DSN 777-7205 or 1-800-414-6157, Ext. 77205.

Officers’ spouses gathering

The spouses of active duty and retired officers will meet Tuesday at 11:30 a.m. at the home of Maria Iltis.RSVP by Saturday to Jeanine at 632-3079.

New location for McClellan blood drives

The next McClellan blood drive is scheduled for Sept. 9, from 9:30 a.m. to 1:30 p.m. at the Community Center, formerly the NCO Club. For more information, call Capt. Mark Weber at 643-5788.

POW/MIA Day ceremony

The local Chapter of the Air Force Sergeants Association is sponsoring a Prisoner of War/ Missing in Action ceremony Sept. 17 at 10 a.m. in front of the old NCO Club. Command Chief Master Sgt. Leonard Czepiel will be the guest speaker. Following the ceremony, there will be coffee and donuts .

McClellan hosts environmental and industry delegates from the Ukraine

By Roxanne Yonn
Radian International

McClellan Air Force Base Environmental Management Directorate hosted nearly two dozen representatives from the U.S. Department of Commerce's Special American Business Internship Training Program last week. The delegation members were from the Hazardous Waste Program for Ukraine.

The representatives received a briefing about the McClellan environmental program and the various technologies used in the cleanup of the

base. This was followed by a tour of cleanup systems. The delegates were able to see a soil vapor extraction unit, the groundwater treatment plant and the areas of the base undergoing cleanup. This was followed by a tour of the Casting Emission Reduction Program test facility. The CERP was of interest to several of the delegates from industry in the Ukraine.

The delegates are participating in a United States exchange spending over a month in cities across the nation. Hosting the group as part of their California tour, the California State Department of Toxic Substances Control asked to come to McClellan.

"On behalf of DTSC, I wish to thank McClellan AFB Environmental Management for accommodating my department in hosting the visit by Ukrainian industrial and environmental representatives," said Randy Adams, California Department of Toxic Substances Control McClellan program manager. "The cleanup technologies discussed and demonstrated during the tour provided valuable information to the Ukrainian representatives."

The SABIT delegates represented a wide range of environmental interests including education, industry, engineering, environmental, waste and recycling, and the military. This specialized training program furthers the goals of the Gore-Chernomyrdin Commission to facilitate the evaluation, remediation and monitoring of environmental problems in Russia and the New Independent States of the former Soviet Union while promoting trade in environmental technologies.

"Through these programs we are able to share our experiences and exchange information. We are able to see first hand the desire to cleanup the environment knows no borders," said McClellan Environmental Management Director Paul Brunner. "The delegates were very interested in our cleanup systems and how they could apply in the Ukraine."

Valery Demyanenko, lecturer at the Cherkassy Engineering and Technology Institute and Executive Director of Ecological Education was interested in the roles of government and the public in environmental cleanup. His goal is to bring more environmental classes and information to the colleges.

While most of the questions focussed on the environment and technologies, the delegates were just as interested in learning about California. Demyanenko read extensively about the California gold rush and Jack London's works. Many were interested in agriculture and farming.



Courtesy photo

Philip Mook, chief of restoration division, is briefing a group of Ukraine's at the Ground Waste Treatment Plant, Aug. 24. McClellan Air Force Base Environmental Management Directorate hosted nearly two dozen representatives from the U.S. Department of Commerce's Special American Business Internship Training Program last week.

Civilian Personnel downsizing; painful, successful

WASHINGTON — It's been a long 10 years, and Diane Disney will not hesitate to say it's been painful at times. But she will also tell you DoD's downsizing of its civilian work force has been successful and achieved with a transition program that's better than any other in government and better than almost any in the private sector.

Disney is DoD's deputy assistant secretary of defense for civilian personnel policy. She has been a key player in the programs and policies that have taken the civilian work force from a September 1989 figure of approximately 1.1 million to its present 700,000 — and done so "humanely as well as efficiently," she emphasized.

She's particularly proud of the fact that of the 400,000 jobs eliminated or transferred to private contractors, only about nine percent resulted in actual layoffs. "That is a record I don't think any private sector business could meet," she said.

Three programs proved particularly successful in drawing down the civilian work force without having to resort to layoffs, Disney said.

The Priority Placement Program helped place about 70,000 workers in other positions in and outside DoD. The program is a permanent one used routinely to place workers in other federal jobs when installations or agencies close or downsize.

The other programs, Disney noted, are the Voluntary Early Retirement Act and the Voluntary Separation Incentive Pay programs. Under VERA, employees can retire early and begin collecting benefits. VSIP pays employees to leave federal civil service — up to \$25,000, depending on length of service and other factors. Some employees were able to take advantage of both programs. She said about 126,000 DoD civilians have opted for VSIP since 1989 and 56,000 have retired under VERA.

Disney said DoD has received

authority to continue the VSIP program through 2001 and is proposing an extension through 2003, and authority already exists to continue the VERA program. Both will be important during the next several years because, she said, DoD must eliminate about 100,000 more civilian positions between now and 2003.

In addition to these popular and effective programs, Disney said DoD has experimented with other incentives. For example, anyone who leaves federal service may elect to continue federal health care coverage for up to 18 months if they pay the premiums.

"We went a little further in defense and got the authority to continue making the payments for them to help ease the transition period," she said. The benefit made a profound difference to some people, she added.

One program that has not worked well is the Nonfederal Hiring Incentive Program. The program offers

private sector businesses up to \$10,000 for each DoD civilian they retrain or relocate, as long as the employee is retained for at least a year. Disney said that, because of low private sector interest in the program, DoD won't seek congressional authority to continue it after this fiscal year.

While understanding how difficult downsizing has been, Disney is also proud of the way the military departments and agencies have handled the process.

"Unlike other kinds of organizations, DoD must always be ready for its mission," Disney said. "And that doesn't mean it can be in a full state of readiness in Germany but not Korea. We have to be ready at all sites at all times. We've tried to manage the downsizing humanely and efficiently, but we couldn't have managed it at all if the people who work for DoD had not remained consistently dedicated to the mission."

Air Force’s newest officer school opens

By 1st Lt. Roger Burdette
Aerospace Basic Course

MAXWELL AIR FORCE BASE, Ala. (AFPN) — When speaking to his staff, the commandant of the Air Force’s new Aerospace Basic Course tends to speak in questions — a communication technique designed to prompt critical thinking among his subordinates.

“What does it mean to be an ‘airman’?” Lt. Col. Douglas Lengenfelder asked two ABC junior officer flight commanders recently in his office. “What does the airman bring to the joint warfighting table?”

The commandant answered his own question: “Airmen are masters of aerospace power,” adding that at the Aerospace Basic Course, “we produce airmen.”

More Air Force junior officers have been hearing such talk since Aug. 9 when ABC began its first official four-week class with about 300 students. More than 700 students are scheduled to attend the second class Sept. 13. In 2000, the school plans to graduate 1,092 students; in 2001, 1,612 students. By 2002, approximately 5,000 students are expected to attend ABC each year.

ABC is the new first step in Air Force officer professional military education. As such, it is the first rung in a continuum of education that includes Squadron Officer School, Air Command and Staff College and Air War College.

Previously, the first formal PME foe officers was SOS, which captains usually attended between their fourth and seventh years of commissioned service.

According the the Commander of Air Education and Training Command, Gen. Lloyd W. “Fig” Newton, some members of today’s Air Force have lost sight of what it means to be “airmen.”

“The Aerospace Basic Course was created to regain it by providing an experience common to all airmen,” said Newton. “This course will bring all of our newly commissioned officers together and create a common base of understanding of how all the elements of our force fit together. This course was designed to provide a common frame of reference for understanding and employing aerospace forces.”

Lt. Gen. Lance W. Lord, Air University commander, said ABC will be a valuable tool in helping the Air Force’s future leaders get a strong start on becoming “absolute masters of the profession of arms and, specifically, aerospace power.”

The concept for ABC was chartered in 1996 by Air Force senior leaders; ABC was activated in fall 1997. During the summer of 1998, ABC

tested its concept by putting 312 newly commissioned officers and civilians through the course. Senior leaders approved the course with a desire to put 100 percent of new Air Force officers through the program.

The ABC curriculum focuses on issues such as aerospace theory, doctrine and strategy; current and future aerospace systems and capabilities; and planning and executing joint aerospace operations. Values and ethic principles are interwoven throughout the four-week course.

“It’s exciting to be involved with such a new phenomena,” said 1st Lt. Deborah Price, an ABC instructor.

The instructors’ preparation for ABC included attending a test class in April.

“The most significant thing I learned from ABC was how the Air Force employs its forces and how that differs from the other services,” Price said. “I feel confident that I could hold a conversation about different service doctrine and ideas with someone from another service. That is something that I never dreamed I would ever be able to do until I went through ABC.

Lengenfelder, a 20-year Air Force veteran, admitted that it took him 10 to 12 years to learn some of the lessons that ABC will now teach new lieutenants in four weeks.

Lengenfelder said that he takes his job as ABC commandant seriously — even passionately.

“The Air Force isn’t a 7:30 to 4:30 job. This is a profession — a calling.”

But he’s not always been so passionate, he said.

“When I came into my Air Force, I didn’t know enough about it to feel this way, and that’s what I want to change. I don’t want somebody to have to go through 10 years into their career and finally realize, ‘Wow, this is what it’s all about; this is why I’m here.’

Whether an airman is sitting in a supply office or squeezing a trigger, “it’s all required — all of it is required to make this mission happen,” Lengenfelder said.

Closure Corner

FACILITIES VACATE PROCESS INFORMATION:

Walk-through brief

First Tuesday every month, 2:30 p.m., Bldg. 200, Room 129, FM Conference Room

Project officer

Jan Miller, CLC, 643-3286, Ext. 234

General information

Walk-through POCs meet at Bldg. 35 at 9:30 a.m. Facilities vacate checklist - CL Web Page

Sept. 23

Bldg. 263 B - Logistics Facility Dept. Bldg. 263 C - SoftwareBldg. 263 E - Software

371 work days left

FOCUS Center Jobs

This section contains some of the job announcements available at the McClellan FOCUS Centers. For additional information, contact one of the FOCUS Centers: #1, 643-5661 or #3, 643-6808. FOCUS #1 is open until 7 p.m. Thursdays.

Position: Administrative Support Assistant, GS-303-06
Annc#: 24-77-787
Close: Tuesday
Location: Sacramento, CA
Agency: US Dept of Agriculture
POC: Phone: (800) 585-7407
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

Position: Computer Specialist, GS-334-12
Annc#: 99-EDCA-13
Close: Tuesday
Location: Sacramento, CA
Agency: Dept of Justice
POC: Martha Bennett (916) 554-2749
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

Position: Administrative Support Assistant, GS-303-06
Annc#: 797-14-9
Close: Sept. 13
Location: Sacramento, CA
Agency: US Dept of Agriculture
POC: Ingrid Kay (916) 857-6114
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or

additional information.
Position: Electronics Technician, GS-856-09
Annc#: YOSE-99-54
Close: Friday
Location: Yosemite National Park
Agency: National Park Service
POC: Yosemite, CA
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

Position: Office Automation Clerk, GS-326-04 (Part time 20 Hrs)
Annc#: FS-9-0844 LB
Close: Saturday
Location: Travis AFB
Agency: Dept of Air Force
POC: Phone: (415) 744-5627
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

Position: Labor Relations Specialist, GS-233-13
Annc#: MPA-99-27
Close: Tuesday
Location: San Francisco, CA or Denver CO
Agency: Health and Human Services
POC: Towanna Williams (206) 615-2630
Remarks: Copies of the vacancy an-

ouncement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

Position: Logistics Management Specialist, GS-346-11
Annc#: DEA-382-99
Close: Sept 16
Location: San Diego, CA
Agency: Dept of Navy
POC: Phone: (619) 5598
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for KSA's and/or additional information.

NON FEDERAL

Position: Highway Maintenance Worker I
Salary: \$1,784 - \$2,168 per month
Close: Sept 99
Location: Placerville, CA
Agency: El Dorado County
POC: Human Resources (530) 621-5565
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for additional information.

Position: Office Assistant II
Salary: \$1,904 - \$2,315 per month
Close: Sept. 17
Location: Davis, CA
Agency: City of Davis
POC: Phone: (530) 757-5644

Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for additional information.

Position: Electrician
Salary: \$3,168 - \$3,851 per month
Close: Sept. 17
Location: Davis, CA
Agency: City of Davis
POC: Phone: (530) 757-5644
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for additional information.

Position: Structural Design Technician II
Salary: \$3,076 - \$3,38 per month
Close: Sept. 9
Location: Sacramento, CA
Agency: State of CA (Caltrans)
POC: Phone: (916) 227-7858
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for additional information.

Position: Structural Design Technician I
Salary: \$2,565 - \$3,116 per month
Close: Sept. 9
Location: Sacramento, CA
Agency: State of CA (Caltrans)
POC: Phone: (916) 227-7858
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact agency for additional information.



Movies

Movies start at 7 p.m., unless otherwise noted, in Bldg. 1417.

American Pie - Friday and Saturday

Starring: Jason Biggs, Jennifer Coolidge, Shannon Elizabeth, Alyson Hannigan, Chris Klein

In this coming-of-age comedy, a group of friends at the end of their senior year make a pact to lose their virginity by prom night. In their outrageous attempts to fulfill this mission, they come to some surprising, hilarious and often touching realizations about themselves, their friendships, their notions of love, romance and their relations with the opposite sex. (Rated R - for strong sexuality, crude sexual dialogue, language and drinking, all involving teens.)

Eyes Wide Shut - Sunday

Starring: Tom Cruise, Nicole Kidman, Sydney Pollack, Todd Field, Marie Richardson

After learning of his wife's flirtatious behavior, Dr. William Harford goes on an odyssey of his own. (Rated R - for strong sexual content, nudity, language and some drug-related material.)

Youth Center

■ **Today:** Open recreation, 2-7 p.m.; open gym, 2-3 p.m. and 4:15-7 p.m.; snack bar, 2-6 p.m.; advanced gymnastics, 3:15-4:15 p.m.; Moms, Pops, Tots play group, 10-11 a.m.; Tae Bo Aerobics, 7-8 p.m., 11 and older; McClellan Appreciation Day, 2-7 p.m., all eligible youth.

■ **Friday:** Open recreation, gym, snack bar, 2-6 p.m.; Skate Night, 6:30-9 p.m., K-3, members \$2, non-members, \$4.

■ **Saturday:** Open recreation, snack bar and gym, noon - 5 p.m.; Water World Trip, ages 9-16, 10 a.m. to 5 p.m., limit 14, members only.

■ **Sunday:** Closed

■ **Monday:** Closed

■ **Tuesday:** Open recreation, 2-7 p.m.; open gym, 4:15 - 7 p.m.; snack bar, 2 - 6 p.m.; beginning gymnastics, 3:15-4:15 p.m.; Tae Kwon Do, 6-7 p.m.

■ **Wednesday:** Open recreation, open gym, 2-7 p.m.; open snack bar, 2-6 p.m.; Couples Communication Class, 6:30-7:30 p.m. To sign up, call Family Advocacy at 643-1518.

Men's Basketball Team tryouts

Tryouts begin Tuesday at the Talbot Fitness Center at 7 p.m..

Practice is open to all active duty military members assigned to McClellan Air Force Base and will be held Monday through Thursday at 7 p.m.

For more information call, Staff Sgt. Tony Davis at 643-4280 or email tony.davis@mccllellan.af.mil.

Positive attitude aids in stress defussion



Head check

For your mind, body and soul

Capt. Frank D. Weber
Chief, Mental Health Element

Research has shown that most illnesses, including headaches, backaches, and heart disease, can be caused or influenced by our feelings and stress levels.

When we experience life changes – positive or negative – our bodies need time to recover. Having an optimistic attitude can help speed recovery and may even keep you healthier than someone with negative attitudes. By learning to “look on the bright side,” you can help counteract the negative effects of stress and improve your overall health.

Looking on the bright side --

The classic definition of an optimist is a person who sees a glass as half full, while the pessimist sees it as half empty. Optimists choose to feel hopeful about how they see a situation. Optimists are

positive thinkers who practice positive “self-talk.” They tell themselves “I can.” Optimism, or positive thinking can help accomplish a surprising number of personal and work goals.

BECOMING AN OPTIMIST

1. Find a role model -- Find someone who seems to make the best of any given situation. Find out how that person maintains that attitude, and emulate the behavior. Chances are, even during difficult times optimism helps your role model get through those times with fewer negative effects.

2. Practice positive self-talk -- Tell yourself positive things every day for a month (“I can do the job,” “I like myself,” etc.). Practice positive self-talk for at least one month before judging how it has affected your attitude.

3. Focus on how you have coped in the past -- It is difficult to be optimistic when the situation is difficult or unpleasant. In these situations it is easy to “disqualify the positive,” and not take into account all the difficult situations in the past you handled well. So, when things get tough, draw from the effective coping skills that you’ve used in the past.

ACCENTUATE THE POSITIVE

No one is optimistic all the time. But anyone can learn how to adopt a more positive, healthier attitude. When you practice being an optimist, you’ll be on your way to a happier, healthier body and mind.

Healthy lifestyle makes for better, longer living

By Capt. Lisa A. Schmidt

Chief, Health Promotion and Fitness Section

Office of the Command Surgeon
Wright-Patterson Air Force Base,
Ohio

Almost everyone has had someone close to them affected by cardiovascular disease, cancer or a serious injury. Fortunately, small lifestyle changes and early intervention can prevent the occurrence or significantly reduce the impact they can have on us or the ones we love.

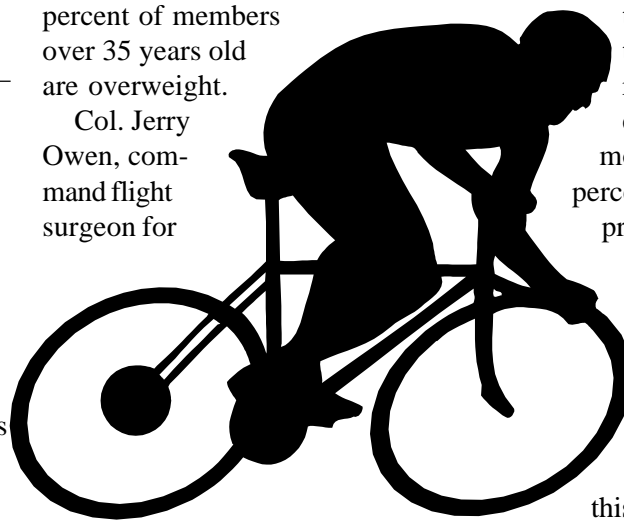
For example, the health benefits of regular physical exercise and proper weight control have been well documented. Participating in regular physical activity can reduce your risk for heart disease, prevent or control high blood pressure and help maintain your weight. It can also reduce depression and help control anxiety.

According to the 1998 Survey of Health Related Behaviors among Military Personnel, 50 percent of Air Force members participate in some type of exercise for at least 20 minutes 3 days a week. This is considerably above the U.S. Department of Health and Human Services’ Healthy People 2000 objective of 20 percent or greater of the general adult population, but given the emphasis on physical fitness as part of an overall goal of military readiness, this is not surprising.

Healthy People 2000 is a set of national health promotion and disease prevention objectives outlining the strategy for significantly improving the health of the nation.

However, based on the guidelines from the 1998 National Heart Lung and Blood Institute on what is considered to be overweight, 25 percent of members over 35 years old are overweight.

Col. Jerry Owen, command flight surgeon for



AFMC, said the patients he sees at sick-call rarely exercise regularly.

“If patients eat right and do moderate exercise, they reduce the expected illnesses in half,” Owen said.

Along with a lifestyle that includes fitness and maintaining ideal body weight to avoid illnesses, identifying a disease in the early stages will allow for early intervention.

Eighty-three percent of Air Force members had their blood pressure checked in the past 2 years with 13 percent having been diagnosed as being hypertensive at sometime in their life. While 66 percent had their cholesterol checked in the past 5 years, 20 percent were told they had high cholesterol at sometime in their life.

The survey indicated that 97 percent of women had a Pap smear in the past 3 years. This relatively painless test, along with necessary treatment if indicated can decrease the risk of cervical cancer and save lives. However, not only women

need be concerned with cancer risk, but the National Cancer Institute indicates men can also improve their chances of finding a tumor and obtaining early treatment by performing regular testicular self-examinations once a month. Yet, only 24 percent of men took a proactive approach to do this simple self-check to detect suspicious lumps.

According to Owen, “there is no reason men should die needlessly when performing this simple self examination in the shower is so easy.”

Another important step to lifelong health and wellness is injury prevention through the use of seat belts and helmets. Air Force members indicated that they wear their seat belts “always” or “almost always” 96 percent of the time.

Helmet use was determined from motorcyclists and bicyclists who wore helmets “always” or “nearly always” when riding a motorcycle or bicycle during the past 12 months. The motorcyclist wore their helmets 83 percent of the time while bicyclist wore their helmets 49 percent of the time. The Healthy People 2000 goal is 80 percent and 50 percent respectively.

While the Air Force is meeting the nation’s Healthy People 2000 goals, everyone has a responsibility to prevent unnecessary disease and disability.

Remember, taking care of yourself when you are well is as important as taking care of yourself when you are sick.

Colonel's passion for running yields fun, fitness

On your mark, get set, go!

By Jennifer Vargas
Staff Writer

What has two legs, the wings of an eagle and runs but can't fly? His name is Col. Robert Martinelli, 77th Air Base Wing vice commander, and he makes it his business to run nearly an hour every day – rain, shine or whatever Mother Nature tosses his way.

The colonel, who's been involved in athletics



Courtesy Photo

Col. Robert Martinelli, 77th Air Base Wing vice commander, participates in the Air War College Sports Day. Martinelli placed first in the one mile run with a time of five minutes, 37 seconds.

for as long as he can remember, believes fitness should be a top priority for everybody.

"As members of the expeditionary Air Force team, staying fit is an absolute must," Martinelli said. "We're supposed to be a lean, light and lethal force, and exercising is a big part of that. Staying in good physical shape makes it easier for our folks to adapt to changes whether here or in 120 degree weather in the desert during deployed operations."

The colonel's love of running began nearly 20 years ago, on assignment to a staff job, when one of his co-workers inquired about a lunch-time jog.

"Are you a runner?" the colonel's desk-mate asked him. "I told him no, and he said, 'you will be.' From then on, I was hooked."

But, before running became a way of life, Martinelli actually didn't like the idea of going for a jog.

"I remember in high school when the football coach would make us run for punishment if we did something wrong," he recalled.

Nowadays, he sees running as a way of escape from the daily grind -- a time to de-stress and evaluate the day's activities.

"Taking that hour out of the day gives me time to go over and prioritize things I need to get done," he said. "Sometimes, I even manage to 'write' an entire paper in my head while I'm out there."

Aside from the health benefits and thinking time, Martinelli finds running to be a great source of fun -- especially when it involves friends.

"I was set to run a relay marathon with some friends of mine," he explained. "I was supposed to attend a meeting with them to decide which leg of the race I'd run. Well, I missed the meeting, and they all voted for me to run along the beach -- in the sand!"

Martinelli, who's gone through more than 30 pairs of running shoes, has participated in

"Some people worry about personal records and measuring how far they go and how long it takes them to run a certain distance. Me, I just like running because it feels good."

-- Col. Robert Martinelli

various competitions but says his passion for running lies in fitness, not in breaking records or seeing who can run the farthest or fastest.

"Some people worry about personal records and measuring how far they go and how long it takes them to run a certain distance," he explained. "Me, I just like running because it feels good."

As a matter of fact, he says if he doesn't get his daily run in, he becomes, "lethargic and feels crummy."

Martinelli also makes time to run with the students at the McClellan Airman Leadership School.

He says it gives him a great opportunity to talk to "the students" in an informal setting.

"It also lets the airmen know that I take physical fitness very seriously," he said. "I hope that if they see me running, they'll take the same initiative to take part in a regular exercise schedule."

Whether beginning, or considering a return to the world of exercise, Martinelli says it's important for everyone to take up some form of physical activity.

"Running, biking -- whatever -- find the time and get into some sort of exercise. The mental, physical and spiritual benefits are there," he said.

Closure hero

Team McClellan member honored for job well done

By Jennifer Vargas
Staff Writer

With a tissue in hand, Sharon Thomas, 77th Communications Squadron, wiped away tears from her face as she talked about her feelings of McClellan's closure.

For more than 12 years, she has played a role in keeping McClellan's mission alive and well. Now she's part of the team that is closing the base.

Because of her dedication and enthusiasm, Thomas has been recognized as one of McClellan's "closure heroes."

"Our closure heroes are people who stand out head and shoulders among the others," said Royce Harnsberger, base closure office. "Sharon is absolutely wonderful, and has done a great job," he added.

"She is a true professional," said supervisor Sally Niessen. "Her dedication to our squadron and concern for customers have been an outstanding example for all of us to follow," she added.

"Being part of this [closure] team has been a wonderful opportunity for me," Thomas explained. "The history and the past accomplishments of this base are just phenomenal to me," she said. As a member of the closing team, Thomas ensures that all offices and buildings that have closed are in compliance with the communication squadron policies. These include



Sharon Thomas

seeing that phone lines are shut off or transferred; computers are turned in or relocated; e-mail accounts are closed; and mail subscriptions are either forwarded or canceled.

According to Thomas, the job is both physically and emotionally tiring.

"It's so strange to walk into a building that was once thriving, only to see it empty," she said. "It's heartbreaking to see the one-of-a-kind things we do here just die."

One of Thomas' favorite aspects of building inspections is learning about the history of the base.

"On one walk through, I noticed railroad tracks leading to the

building," she said. "I asked about them, and somebody explained to me that trains were part of the base years ago."

With the end of McClellan also comes the bittersweet end of Thomas' career here. She'll be retiring at the end of this month.

"I'm going to miss the people so much," she said as tears welled in her eyes. "You develop such good relationships, and we have such great people in our squadron -- It's like giving up your family."

One thing she won't miss, though, is getting up early every morning.

"I need two alarm clocks to get me up in the morning, and I can't wait to put an end to that!" she said laughing. "The running joke around the office is 'don't call me before noon when I'm retired!'" she joked.